

CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1998/Jan. 1999 # 173

Junior Hoffa Elected Teamster President

TDU Vows to Continue Fight for Strong, Democratic Union

Following the election of James Hoffa Jr. as Teamster president, Teamsters for a Democratic Union (TDU) vowed to continue to fight for a strong, democratic union that stands up for working Teamsters against corporate greed.

"This election shows rank and file power is here to stay," TDU National Organizer Ken Paff told the media as the votes were tallied.

Tom Leedham's Rank and File Power slate took 40 percent of the vote after just a six-month campaign run on a shoe-string budget. A few months ago, the Hoffa campaign and many pundits predicted a landslide, but Leedham won 19 states and some 135 local unions with the backing of only a handful of local union officials.

Among members under national contracts Leedham actually beat Hoffa. UPS

Teamsters who tasted rank and file power in the 1997 strike voted heavily for Leedham. Hoffa's weakness among freight, UPS and carhaul Teamsters means he is on the spot to deliver on his promises, or face an angry Teamster membership in three years.

"Teamsters who voted for Hoffa were not voting for his old guard cronies," said Joe Fahey, TDU co-chair and Leedham campaign field coordinator. "They thought they were voting for power, just like Leedham voters were."

After Hoffa secretly took a poll which showed Leedham gaining ground, he began to proclaim himself a reformer as well. Hoffa's campaign pages in the *Teamster* magazine published a "Rank & File Bill of Rights," a phrase copied from TDU's program.

In his initial press conference, Hoffa said he will focus on unifying the union, organizing members in the health care industry and public sector, and fixing the union's finances without a dues increase.

"We'll watch Hoffa's actions, not just

his rhetoric," said TDU co-chair Dan Campbell. "If they mobilize members to fight for better contracts, organize nonunion workers, and take on corruption, we'll be there. If they try to take our union backwards, we'll fight them at every turn."

3 New Hoffa VPs Face Charges

Want to be a Teamster vice president?

You might want to send an application to Hoffa, because three of his new vice presidents are facing charges—and possible removal—by the Independent Review Board (IRB): At-Large VP Tom O'Donnell, Southern VP J.D. Potter, and Western VP Jim Santangelo.

On Dec. 3, O'Donnell was charged by the IRB with filing false financial statements with the Teamster Election Officer.

Based on information revealed in the Election Officer's April 1998 report on his investigation of the Hoffa Campaign's finances, the IRB charged that O'Donnell falsified financial reports to hide the fact that a convicted felon, Kevin Currie, was working on Hoffa's 1996 campaign.

The Election Officer found that the Hoffa and O'Donnell campaigns funneled a \$700-a-week salary to Currie, who ran the campaign's New York office, by paying the money to his wife, Mary Anne Currie. Hoffa as fined \$7,500 and O'Donnell was fined \$12,685.

Potter was charged on Dec. 14 with lying under oath to the IRB and the Election Officer about the source of \$5,000 in cash that he donated to the Hoffa campaign in October 1997.

Potter claimed, under oath, that he received \$5,000 in cash from the staff of his local, and then obtained a cashier's check himself from that cash. His story was so flimsy that the claimed to have kept the original \$5,000 in cash in the trunk of his car for over a year.

Potter's big mistake was showing the cash to the investigator. The IRB gave the serial numbers to the Treasury Department and found that many of them weren't even in circulation until a year after Potter claimed to have received them.

The money was clearly an illegal contribution that Potter had to cover up.

IRB charges are pending against San-

tangelo for setting up a "special" severance pay plan to allow local union employees to collect severance pay while still employed, distributing prohibited payments to himself and others, and handing out illegal loans from the local that have never been repaid.

A fourth Hoffa running mate, Eastern VP Dan DeSanti, could face charges by the IRB in connection with a campaign meeting he had with former Local 107 President Tom Ryan, a one-time member of Hoffa's slate who was suspended by the IRB from the union for five years for embezzling money from the local.

On Dec. 10, the IRB charged that Ryan violated his suspension by participating in Hoffa campaign activities, including meeting on Oct. 6, 1998, with Dan DeSanti to discuss campaign strategy. The IRB also found that Ryan met and kept in contact with Hoffa's Philadelphia campaign coordinator, attended Hoffa campaign events, and frequented the Hoffa campaign headquarters there 30-35 times since he was suspended.

In addition to Ryan, four other officials who were on Hoffa's slate at one time—Billy Hogan Jr., Mary Lou Salmeron, T.C. Stone, and Frank Wsol—were knocked off his slate after being charged by the IRB, the Election Officer, or the Ethical Practices Commission.

FOES: HOFFA TO TAKE HELM 'UNDER CLOUD'

By WILLIAM NEUMAN
Newly elected Teamsters union head James Hoffa will take office "under a cloud" of investigations and corruption charges reminiscent of his notorious father, his opponents said yesterday.
But Hoffa brushed off the charges, vowing to reunite the scandal-plagued union and return it to the glory days of his father—Jimmy Hoffa who...
was on the Hoffa payroll.
The staffer, Kevin Currie, was convicted of grand larceny in 1992.
O'Donnell also tried to cover up the Currie payments, the review board charged.
The charges against O'Donnell could result in suspension or expulsion from the union.

NEW YORK POST, Dec. 7, 1998

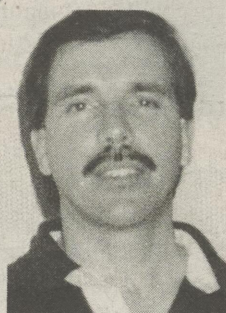
JOIN TDU

"During the national election campaign, I learned how important it is for Teamsters to be educated—about the Teamster Constitution, local bylaws, contracts, and our rights. We must work together to keep our union strong, and TDU is the way to do that.

"The Teamsters is a great union, and with TDU we can keep it that way."

Jesse Komatz

Local 707, Yellow Freight, Maybrook, N.Y.



TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

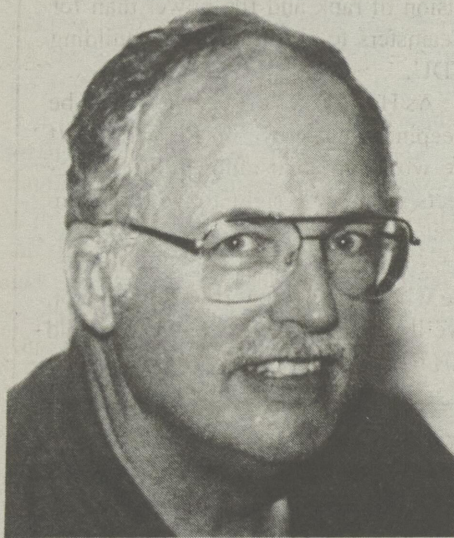
TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Election Analysis

Where Did We Win and How?

Leedham's Strengths

- Tom Leedham beat Hoffa in 165 local unions, although in most of those the officials campaigned for Hoffa.
- In many areas where TDU chapters organized in advance of the campaign, Leedham beat Hoffa. One example: in Washington State only one local principal officer out of 20 backed Leedham, but the Evergreen Chapter of TDU built a rank and file network that carried the state for Leedham.
- Tom Leedham beat Hoffa, overall, in the 153 local unions with significant numbers of freight or UPS Teamsters. These 153 locals accounted for 41 percent of the total votes cast in the election. These Teamsters who the most contact with the International Union.
- Leedham carried 20 states, several in every region. In most of these regions the Leedham campaign involved "forgotten Teamsters" from factories, offices, food processing plants, and warehouses. Leedham ran strong among women and minority members.
- The local union that delivered the largest margin of votes for any candidate was Local 2000: 3,222 for Leedham, 300 for Hoffa, 165 for Metz.

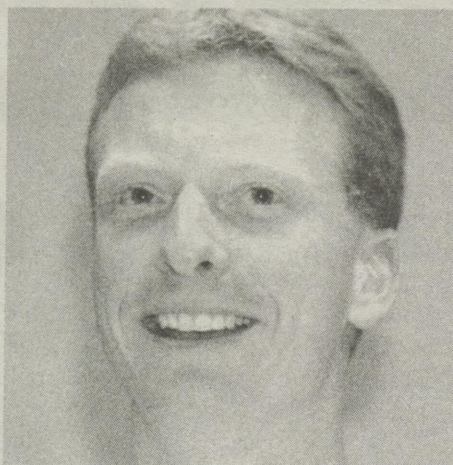


"In Minnesota, we beat Hoffa and his running mate Tom Keegel, who heads my local.

"We targeted key shops and distributed literature. (I took vacation time to campaign.) We held fundraising events. We invited slate members to visit worksites in our area. Over 40 people participated in a phone bank we ran out of a member's home. We built a list of members who got involved in the campaign that we can use in 2001.

"I'm proud of our reform campaign in Minnesota, and I know we couldn't have done as well without a strong TDU chapter to organize our activities."

—Bob McNattin
Local 120, Murphy Warehouse
Minneapolis



"UPS members supported Tom Leedham because we know what rank and file power can do. We saw it in our strike victory. We saw it in the information and education we got from the International under reform leadership.

"In our local with an aggressive campaign that involved members. And that's how we'll keep the heat on Hoffa when he's in office."

David Thornsberry
Local 89, UPS
Louisville

Hoffa's Strengths

- Hoffa won in 372 locals, and won overall in locals with few, if any, members covered by national contracts. Thus, the "Hoffa magic" among truck drivers was shown to be a myth: Hoffa won mostly in locals where members' only contact with the election was through local officials.
- Hoffa's heaviest electoral support came from the same joint councils that have historically been infested with corruption: Chicago, New Jersey, Detroit and New York City gave Hoffa nearly half his winning margin. Corruption has made it harder for rank and file power to gain a strong foothold in these cities, but Teamsters here made gains and Leedham won some locals in each of them.
- Hoffa won by 54,000 votes. But his voter support fell by 26,000 votes from 1996, even though he spent \$2 million more on his 1998 campaign.
- The Central Region, considered Hoffa's stronghold, gave him 55 percent of the vote, the same percentage he got in the Central in 1996. Leedham won in Minnesota, Wisconsin, Kentucky, and most of Ohio. He also won the largest freight and trucking locals in many Midwest cities, including Milwaukee, Grand Rapids, Chicago, Cleveland, Columbus, Cincinnati, Dayton, and Louisville.

Note: TDU is preparing an in-depth analysis of the 1998 Teamster election results. It will be available in January.

Tom Leedham won the vote in many areas where TDU was able to build a strong, organized campaign. He beat Hoffa among members under national contracts.

Leedham had big edge in Minnesota

MIKE HUGHLETT STAFF WRITER

Although Tom Leedham lost the Teamsters union presidency to James Hoffa, he beat Hoffa among Minnesota Teamsters.

Leedham, an Oregon Teamster leader and philosophical heir to former Teamster president Ron Carey, captured 8,616 votes in Minnesota — about 60.5 percent of the vote. Hoffa, a Detroit labor lawyer and son of legendary Teamster leader Jimmy Hoffa, won 4,852 votes in Minnesota. A third candidate, John Metz, had 768 votes.

Voter turnout nationally was estimated to be about 30 percent — a few percentage points less than

in 1996, but a couple of percentage points more than in 1991. Voter turnout in Minnesota locals ranged from 16 percent to 41 percent. The Teamsters are the largest private sector union in the United States with 1.4 million members, including about 48,000 in Minnesota.

Minnesota Teamsters also voted against Hoffa — and for Ron Carey — in the 1996 election. But 1996 election results were thrown out after it was discovered Carey's campaign benefited from an illegal fund-raising scheme.

Carey wasn't allowed to run a reform form, and Leedham was one primary ally. The vote in Minnesota "shows the strength of the reform movement in the

Hoffa failed to win over union's soul

• Despite his impressive victory, the new president did not get the support of the freight locals and United Parcel workers.

BY WILLIAM ROBERTS
JOURNAL OF COMMERCE STAFF

WASHINGTON — James P. "Jimmy" Hoffa, powered by a fat 14-point margin of victory in last week's election returns, is moving assertively to gain control of the "Marble Palace," the Teamsters headquarters here.

He will have to, because the heart and soul of the union, the freight locals and United Parcel Service workers, appear to have voted largely for challenger Tom Leedham.

Mr. Hoffa, 57, quickly named political consultant Tom Pazzi, his chief of staff.

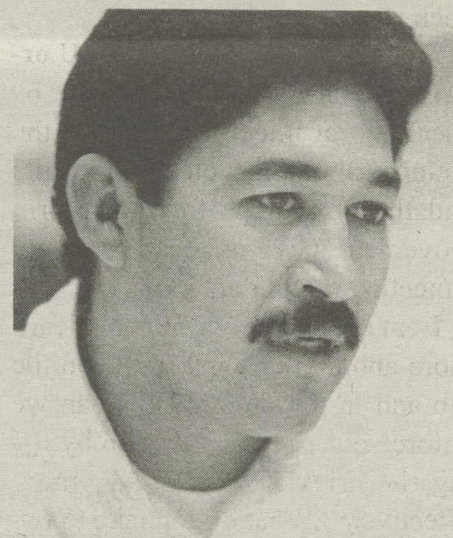


"Our local president, Ken Wood, switched to Junior Hoffa's side in the election and got on his slate. But the majority of members voted for Tom Leedham in our local.

"We did it by campaigning at the gates and at events to get Tom Leedham's name out there. We had two slate members come here to campaign with us. In the final push, we made calls from our homes to other members to urge members to return their ballots.

"By winning a reform victory in our local, we showed what rank and file power means."

Sue Yocum
Local 79, Grouptech
Tampa



"Our local delivered a winning vote for Tom Leedham against the odds. Raul Lopez, Secretary-Treasurer of our local, ran on the Metz/Sever "Waste Your Vote" slate.

"Our campaign involved members who had never even voted before, especially from the trash hauling industry. In the spring we formed a trash haulers committee to win a good contract. We took that organization and communication network into the campaign.

"We campaigned hard to make sure that members knew who the real reform candidate was. In the end, we beat both Metz and Hoffa. In fact, Hoffa finished third. All the members deserve credit for this victory."

—Ernesto Perez
Local 396, USA Waste
Los Angeles

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Locally Based Action Is the Key

Building Rank and File Power in 1999

How can we build on our momentum to keep the fighting for rank and file power in our union? Here are seven actions you can take right now.

Call or visit your campaign contacts. The campaign involved thousands of Teamster members, many who got active in the union for the first time. We need to stay in touch with our campaign contacts, share the lessons of the campaign, help members interpret the election results, and remind each other that we're in it for the long haul.

Distribute *Convoy Dispatch*. In many areas members are making *Convoy* distribution their first post-campaign project. Many members are hungry to know what happened in the election, why, and what's next. We can give them the news they're looking for with *Convoy*. Call TDU to order more copies of this issue, or a regular bundle of each issue.

Hold a meeting with a TDU organizer. TDU organizers will be speaking at meetings across the country about the election results and the next steps for the reform movement. Give us a call to set up a meeting in your area.

Learn your rights. Want to learn more about your legal rights on the job and in the union? How can we enforce our rights on the job by using the grievance procedure more effectively? What does it take to run for local union office? TDU organizers can conduct workshops on these and other topics in your area.

Reform your local union bylaws. In many local unions, January

is the only time that amendments to bylaws can be proposed. TDU has helped members win dozens of bylaws reform campaigns, from the right to elect stewards to the right to vote on raises for local officers and business agents. Contact TDU for help with drafting language and planning your campaign.

Organize for better local contracts. The UPS contract campaign showed that advance preparation and member organization are key to winning a good contract. TDU can help you adapt the same strategies to campaigns for good local contracts by bringing a workshop to your area and providing ongoing organizing assistance.

Join and recruit to TDU. To build Teamster rank and file power, we have to learn our rights, get involved in the union, and work together. That's what TDU is all about, and our union needs us more than ever. If you're not a TDU member, use the form on page one to join now. If you are a member, talk to a campaign contact or a friend about joining. Remember, there's strength in numbers.

TDU can help you plan and carry out these next steps in your area. To get more information, or to schedule a meeting or workshop, call TDU at 313-842-2600.

TDU International Steering Committee

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Diana Kilmury, Vancouver, B.C., Local 155
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Ashley A. McNeely, Minneapolis Local 2000
Raul Rodriguez, Jr., Los Angeles Local 630
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Alternates:

Robert Lloyd, Little Rock, Ark., Local 878
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted by e-mail at: tdudetroit@igc.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

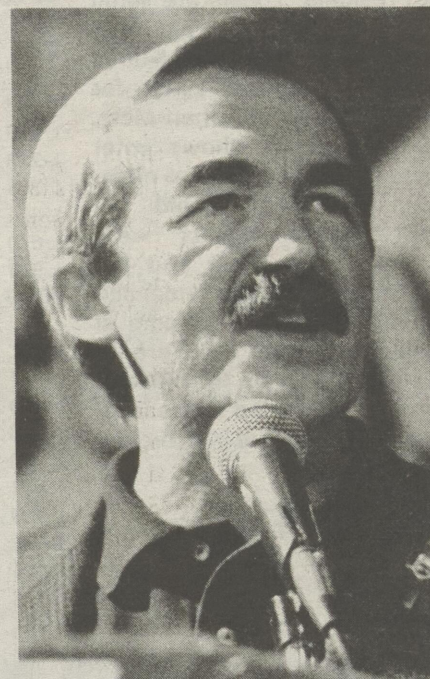
A Statement from Tom Leedham

Even though our campaign for rank and file power ran out of time, we could not have come as far as we did without the hard work of thousands of Teamster activists. We fought an uphill battle, and I can't thank you enough.

Hoffa Jr. campaigned for four years, spent \$6 million, and had a famous name. But in six short months we came from nowhere to build a grass-roots campaign for rank and file power that made union reform the key issue in this election. Even Hoffa had to campaign as a reformer.

From day one, our campaign never stopped getting bigger and stronger, and it was continuing to grow even as the ballots were mailed. We were building momentum because we had a platform that Teamster members believed in. The more they learned about our slate and our campaign for rank and file power, the more our support grew.

As I campaigned across the U.S. and Canada, Teamster members told me they want a strong, democratic union that builds rank and file power to take on corporate greed and fight for good contracts and a better future. Nearly 90 percent of top union officials supported Hoffa, but his support was far less among rank and file members. We won the vote overall in the local unions with significant numbers of freight and UPS members. We beat



Hoffa in areas where TDU is strongest and where we actively campaigned.

I want to thank TDU and TDU members for playing such a pivotal role in our campaign, and for spearheading Teamster reform over the long haul. I know Teamsters can count on TDU to continue to build rank and file power. I can think of no better way to unite Teamster members around our vision of rank and file power than for Teamsters to get involved in building TDU.

As Hoffa takes office, we will all be keeping a close eye on his actions. If he works for real union reform, protects members' right to vote for top union officers, and fights solely for the interests of Teamsters and our families, he will win our support. If he does not, we'll continue to work together to hold his feet to the fire.

Order *Convoy Dispatch* by the Bundle!

Spread the word about what's happening in our union and what the reform movement is doing by distributing *Convoy Dispatch* in your area. *Convoy* is the best source of Teamster news, and is TDU's best recruiting tool.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$8 for 50 ☐ \$12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Employer _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Local Union Vote Counts

The following figures show local union vote tallies for General President. Locals are listed by region and then by Joint Council, with totals for each Joint Council. Votes are listed for Hoffa, Leedham and then Metz. The fifth column shows voter turnout, the percentage of members in that local who voted.

Challenged ballots were counted in the West and the South until the number remaining could not affect the outcome of the election. These votes are included in the totals for officers, but are not reflected in the local tallies as they were not broken down by local.

Western Region

Local.....H.....L.....M
L 681.....70.....14.....20.....29%
no JC.....70.....14.....20.....29%

L 2.....268.....197.....54.....18%
L 13.....165.....12.....2.....25%
L 17.....391.....551.....55.....39%
L 190.....157.....130.....33.....19%
L 222.....876.....264.....59.....38%
L 267.....210.....25.....5.....49%
L 300.....38.....12.....3.....16%
L 435.....734.....396.....66.....25%
L 483.....97.....112.....9.....29%
L 492.....369.....374.....62.....34%
L 537.....718.....92.....37.....33%
L 961.....254.....325.....36.....22%
L 983.....86.....145.....18.....22%
JC 3.....4363.....2635.....439.....28%

L 9.....11.....1.....3.....19%
L 15.....90.....13.....3.....27%
L 70.....1000.....289.....22.....29%
L 78.....787.....174.....29.....22%
L 85.....156.....172.....9.....36%
L 216.....70.....51.....7.....25%
L 278.....95.....113.....4.....9%
L 287.....238.....474.....13.....25%
L 296.....182.....93.....6.....12%
L 315.....183.....336.....27.....20%
L 350.....117.....87.....15.....15%
L 484.....52.....35.....6.....16%
L 490.....189.....291.....24.....28%
L 624.....184.....300.....38.....20%
L 665.....364.....169.....29.....13%
L 853.....939.....213.....34.....26%
L 856.....403.....354.....62.....12%
L 890.....388.....257.....86.....11%
L 912.....46.....306.....188.....18%
L 921.....128.....52.....4.....35%
JC 7.....5622.....3780.....609.....19%

L 38.....265.....102.....32.....9%
L 66.....84.....114.....8.....30%
L 117.....922.....574.....88.....20%
L 174.....721.....1595.....57.....38%
L 227.....105.....174.....24.....29%
L 231.....175.....159.....32.....15%
L 252.....101.....84.....21.....14%
L 313.....214.....414.....84.....34%
L 378.....102.....109.....13.....23%
L 524.....93.....74.....15.....14%
L 556.....29.....258.....16.....15%
L 582.....147.....80.....13.....19%
L 589.....182.....105.....27.....20%
L 599.....423.....239.....35.....26%
L 690.....233.....251.....22.....24%
L 741.....310.....213.....18.....46%
L 760.....538.....224.....66.....16%
L 763.....572.....393.....48.....24%

L 839.....137.....129.....16.....19%
L 959.....350.....291.....83.....13%
JC 28.....5703.....5582.....718.....21%

L 58.....94.....186.....11.....18%
L 81.....335.....250.....34.....44%
L 162.....567.....826.....35.....26%
L 206.....138.....899.....26.....28%
L 223.....192.....277.....18.....20%
L 305.....434.....456.....44.....20%
L 324.....149.....173.....11.....23%
L 670.....504.....262.....68.....13%
L 962.....162.....136.....24.....19%
JC 37.....2575.....3465.....271.....22%

L 94.....102.....39.....9.....15%
L 137.....176.....193.....31.....25%
L 150.....546.....830.....63.....23%
L 228.....128.....98.....20.....8%
L 386.....298.....175.....25.....15%
L 431.....212.....184.....21.....21%
L 439.....589.....618.....38.....29%
L 533.....237.....183.....19.....24%
L 601.....246.....339.....71.....20%
L 616.....76.....27.....7.....8%
L 746.....46.....27.....11.....22%
L 748.....362.....402.....78.....15%
L 857.....209.....96.....24.....16%
JC 38.....3227.....3211.....417.....19%

L 14.....334.....131.....41.....29%
L 36.....84.....41.....8.....12%
L 166.....533.....183.....61.....15%
L 381.....86.....68.....23.....15%
L 396.....277.....1015.....352.....19%
L 420.....132.....44.....12.....17%
L 481.....139.....124.....27.....11%
L 495.....732.....172.....52.....14%
L 542.....345.....340.....63.....14%
L 630.....890.....316.....55.....16%
L 631.....815.....373.....57.....21%
L 683.....194.....79.....13.....17%
L 692.....342.....120.....19.....17%
L 848.....764.....168.....25.....20%
L 896.....381.....269.....24.....23%
L 911.....247.....118.....41.....11%
L 986.....871.....344.....115.....10%
L 995.....476.....96.....17.....17%
L 996.....347.....212.....245.....15%
JC 42.....7989.....4213.....1250.....16%

L 63.....2218.....1380.....136.....29%
L 87.....25.....139.....11.....22%
L 104.....717.....870.....187.....27%
L 186.....166.....88.....17.....19%
L 399.....650.....258.....47.....27%
L 517.....113.....80.....31.....14%
L 572.....232.....301.....215.....8%
L 578.....295.....111.....31.....12%
L 752.....32.....16.....2.....16%
L 952.....1270.....845.....240.....22%
JC 92.....5718.....4088.....917.....21%

Southern Region

L 373.....70.....126.....6.....23%
L 516.....65.....124.....17.....25%
L 523.....186.....77.....17.....26%
no JC.....321.....327.....40.....25%

L 657.....339.....435.....52.....32%
L 919.....172.....36.....5.....33%
L 968.....96.....107.....14.....9%
L 988.....553.....372.....53.....29%
L 1110.....56.....10.....7.....13%
JC 58.....1216.....960.....131.....24%

L 19.....221.....96.....18.....21%
L 568.....111.....257.....15.....35%
L 577.....211.....124.....26.....11%
L 745.....2739.....645.....214.....47%
L 767.....475.....476.....50.....22%

L 997.....248.....47.....10.....27%
JC 80.....4005.....1645.....333.....31%

L 119.....11.....0.....0.....31%
L 217.....76.....87.....3.....40%
L 258.....7.....2.....2.....10%
L 327.....282.....248.....19.....34%
L 402.....78.....122.....9.....29%
L 515.....169.....54.....4.....35%
L 519.....335.....495.....17.....34%
L 549.....67.....119.....9.....32%
L 612.....245.....444.....16.....22%
L 891.....439.....548.....19.....39%
L 1196.....264.....28.....1.....25%
JC 87.....1973.....2147.....99.....31%

L 480.....746.....1043.....39.....51%
L 667.....587.....817.....23.....42%
L 878.....397.....500.....35.....25%
L 886.....593.....352.....46.....28%
L 984.....140.....63.....11.....17%
JC 88.....2463.....2775.....154.....35%

L 5.....79.....63.....2.....14%
L 270.....353.....380.....17.....21%
L 969.....52.....37.....3.....39%
L 991.....201.....265.....15.....27%
JC 93.....685.....745.....37.....22%

L 79.....487.....553.....35.....33%
L 173.....204.....48.....9.....18%
L 385.....469.....620.....58.....26%
L 390.....297.....330.....17.....38%
L 444.....30.....3.....2.....12%
L 512.....113.....476.....13.....24%
L 528.....515.....326.....28.....22%
L 728.....823.....1669.....70.....36%
L 769.....508.....539.....30.....24%
L 947.....70.....5.....1.....10%
L 1129.....103.....29.....5.....32%
Ga./Fl. 3619.....4598.....268.....28%

Eastern Region

L 901.....314.....22.....11.....9%
no JC.....314.....22.....11.....9%

L 28.....181.....283.....28.....34%
L 61.....151.....245.....22.....42%
L 71.....339.....734.....114.....43%
L 86.....42.....85.....5.....15%
L 391.....2242.....903.....104.....39%
L 509.....176.....168.....16.....19%
JC 9.....3131.....2418.....289.....36%

L 1.....117.....30.....20.....53%
L 25.....794.....1673.....252.....34%
L 42.....107.....207.....16.....22%
L 49.....95.....42.....15.....35%
L 59.....152.....189.....21.....23%
L 64.....122.....146.....39.....28%
L 82.....222.....32.....3.....43%
L 122.....239.....46.....6.....37%
L 127.....271.....59.....7.....37%
L 145.....128.....62.....17.....21%
L 170.....616.....574.....98.....36%
L 191.....368.....184.....27.....27%
L 251.....852.....642.....56.....31%
L 259.....200.....33.....11.....48%
L 340.....514.....458.....70.....27%
L 379.....515.....77.....19.....39%
L 404.....282.....454.....31.....35%
L 437.....64.....11.....3.....14%
L 443.....441.....321.....32.....29%
L 493.....143.....281.....8.....45%
L 494.....78.....52.....18.....42%
L 504.....83.....53.....7.....34%
L 559.....199.....416.....4.....47%
L 597.....35.....272.....10.....38%
L 633.....186.....632.....48.....32%
L 653.....332.....320.....21.....34%
L 671.....211.....477.....30.....38%

L 677.....201.....411.....33.....30%
L 686.....37.....96.....87.....36%
L 829.....182.....175.....13.....37%
L 1035.....65.....147.....6.....29%
L 1040.....14.....14.....1.....7%
L 1150.....986.....430.....54.....35%
JC 10.....8851.....9016.....1083.....33%

L 72.....458.....230.....69.....25%
L 111.....335.....41.....11.....60%
L 202.....744.....86.....14.....32%
L 210.....407.....133.....41.....8%
L 237.....3882.....1399.....276.....27%
L 239.....137.....44.....10.....16%
L 272.....324.....95.....50.....11%
L 277.....104.....45.....3.....21%
L 282.....1108.....118.....16.....40%
L 295.....981.....92.....15.....43%
L 338.....37.....41.....33.....22%
L 445.....706.....155.....43.....29%
L 456.....951.....164.....25.....29%
L 550.....479.....54.....6.....59%
L 553.....391.....90.....13.....32%
L 584.....482.....49.....5.....36%
L 707.....854.....637.....18.....50%
L 802.....326.....142.....16.....26%
L 803.....150.....35.....8.....9%
L 804.....185.....2096.....56.....33%
L 805.....145.....158.....22.....27%
L 806.....73.....32.....5.....15%
L 807.....418.....215.....34.....26%
L 808.....425.....81.....15.....27%
L 810.....647.....274.....57.....16%
L 812.....780.....183.....30.....25%
L 813.....841.....185.....34.....25%
L 814.....309.....22.....8.....31%
L 817.....209.....8.....0.....71%
L 819.....109.....32.....22.....9%
L 831.....1622.....174.....27.....31%
L 832.....20.....17.....2.....8%
L 840.....128.....48.....9.....19%
L 851.....246.....63.....5.....28%
L 854.....220.....37.....10.....21%
L 858.....129.....40.....10.....39%
L 917.....391.....124.....59.....13%
L 918.....103.....37.....8.....12%
L 1205.....50.....190.....30.....27%
JC 16.....19906.....7666.....1115.....26%

L 126.....23.....9.....1.....44%
L 182.....366.....172.....21.....23%
L 294.....516.....630.....38.....33%
L 317.....508.....578.....39.....32%
L 529.....177.....76.....14.....28%
L 669.....153.....89.....12.....32%
L 687.....118.....98.....13.....17%
L 693.....263.....88.....10.....33%
L 1149.....115.....134.....9.....37%
JC 18.....2239.....1874.....157.....29%

L 8.....344.....184.....47.....23%
L 30.....229.....607.....88.....40%
L 110.....307.....239.....43.....31%
L 205.....573.....189.....32.....31%
L 211.....201.....44.....10.....54%
L 249.....745.....645.....78.....37%
L 250.....240.....286.....57.....35%
L 261.....98.....195.....16.....27%
L 273.....139.....51.....8.....40%
L 341.....54.....44.....6.....25%
L 397.....146.....222.....26.....23%
L 485.....121.....33.....13.....30%
L 491.....299.....50.....11.....49%
L 538.....138.....86.....14.....31%
L 585.....155.....47.....11.....26%
L 636.....68.....295.....12.....37%
L 697.....148.....38.....2.....30%
L 872.....191.....90.....23.....50%
L 926.....385.....111.....19.....41%
JC 40.....4581.....3456.....516.....34%

L 118.....362.....401.....37.....36%

L 264.....751.....376.....75.....27%
L 375.....208.....429.....23.....42%
L 398.....76.....38.....5.....23%
L 449.....203.....587.....33.....39%
L 791.....117.....59.....18.....17%
JC 46.....1717.....1890.....191.....32%

L 12.....99.....49.....9.....39%
L 77.....237.....118.....85.....26%
L 107.....1044.....314.....27.....56%
L 115.....194.....169.....875.....42%
L 169.....524.....201.....220.....35%
L 229.....394.....439.....32.....35%
L 312.....356.....118.....28.....28%
L 326.....448.....301.....42.....44%
L 331.....307.....128.....116.....24%
L 384.....486.....660.....49.....37%
L 401.....344.....150.....34.....32%
L 429.....613.....540.....190.....31%
L 430.....349.....318.....33.....36%
L 463.....326.....489.....49.....33%
L 470.....365.....201.....54.....48%
L 500.....709.....85.....33.....49%
L 502.....55.....58.....35.....21%
L 623.....263.....433.....39.....28%
L 628.....55.....395.....69.....51%
L 676.....974.....461.....47.....29%
L 764.....160.....174.....41.....26%
L 771.....255.....813.....85.....43%
L 773.....530.....561.....77.....31%
L 776.....1328.....787.....105.....41%
L 830.....570.....275.....99.....27%
L 837.....285.....45.....23.....20%
L 929.....306.....64.....31.....13%
L 1414.....82.....107.....48.....29%
JC 53.....11658.....8453.....2575.....34%

L 67.....40.....31.....2.....11%
L 96.....43.....188.....4.....30%
L 246.....145.....107.....9.....17%
L 639.....667.....580.....35.....19%
L 730.....294.....190.....11.....27%
L 747.....79.....185.....47.....19%
L 922.....70.....57.....7.....15%
JC 55.....1338.....1338.....115.....22%

L 103.....48.....37.....17.....8%
L 311.....80.....215.....15.....16%
L 355.....598.....603.....29.....27%
L 453.....119.....36.....12.....27%
L 557.....270.....366.....19.....41%
L 570.....278.....102.....14.....17%
L 888.....42.....12.....3.....24%
L 992.....219.....294.....29.....35%
JC 62.....1654.....1665.....138.....25%

L 11.....323.....152.....128.....13%
L 35.....134.....33.....13.....10%
L 97.....315.....198.....104.....7%
L 102.....284.....42.....15.....21%
L 125.....365.....91.....30.....23%
L 177.....352.....1837.....81.....27%
L 194.....300.....53.....61.....43%
L 408.....161.....24.....6.....29%
L 418.....49.....12.....5.....14%
L 469.....635.....37.....13.....42%
L 478.....276.....57.....12.....24%
L 522.....98.....31.....12.....9%
L 531.....43.....17.....5.....7%
L 560.....1180.....250.....58.....33%
L 575.....80.....35.....4.....9%
L 617.....168.....164.....45.....29%
L 641.....535.....144.....16.....33%
L 680.....179.....22.....15.....32%
L 701.....405.....24.....10.....32%
L 723.....55.....23.....16.....8%
L 815.....528.....67.....22.....20%
L 843.....95.....16.....1.....26%
L 863.....978.....204.....28.....30%
L 866.....128.....34.....12.....13%
L 877.....142.....85.....19.....39%
L 945.....238.....74.....36.....13%

L 966 110 260 22 20%
 L 1100 37 5 1 16%
 JC 73.....8193 ..3991 790 ... 21%

L 22 28 123 8 30%
 L 29 107 180 26 27%
 L 95 316 60 20 57%
 L 101 223 33 17 20%
 L 171 238 292 42 40%
 L 322 29 193 15 19%
 L 592 307 54 14 28%
 L 822 105 231 20 16%
 JC 83.....1353 ..1166 162 ... 27%

L 175 158 522 38 21%
 L 505 103 134 12 25%
 JC 84.....261 656 50 ... 22%

Central Region

L 554 956 412 75 37%
 L 749 235 167 47 28%
 no JC.....1191 579 122 ... 34%

L 24 418 786 52 51%
 L 100 920 1169 95 38%
 L 284 949 346 86 36%
 L 293 250 140 17 20%
 L 336 48 45 6 18%
 L 377 502 526 70 34%
 L 436 224 289 73 26%
 L 473 163 229 18 27%
 L 507 638 490 34 37%
 L 510 56 35 10 13%
 JC 1.....4168 ..4055 461 ... 34%

L 6 133 47 127 39%
 L 133 39 23 54 49%
 L 303 108 20 17 36%
 L 367 22 18 40 46%
 L 574 135 58 30 25%
 L 600 819 558 167 53%
 L 604 40 133 90 43%
 L 610 182 179 408 40%
 L 618 485 144 177 23%
 L 682 413 101 117 30%
 L 688 1498 1338 259 30%
 L 833 100 39 18 23%
 L 1187 102 72 74 32%
 JC 13.....4076 ..2730 ..1578... 33%

L 142 720 553 60 25%
 L 179 596 146 32 37%
 L 301 458 150 36 31%
 L 325 357 327 23 44%
 L 330 330 96 27 27%
 L 673 527 149 32 32%
 L 703 633 71 17 37%
 L 705 2799 3965 133 39%
 L 706 274 43 1 47%
 L 710 3376 1694 144 40%
 L 714 1334 460 150 15%
 L 726 1500 268 39 36%
 L 727 953 117 26 26%
 L 731 778 211 54 23%
 L 734 534 175 33 37%
 L 738 459 254 34 19%
 L 743 1691 506 116 15%
 L 744 509 116 23 17%
 L 754 264 113 21 37%
 L 777 100 11 7 7%
 L 781 741 167 65 13%
 L 786 563 149 39 31%
 JC 25.....19496 ..9741 ..1112... 27%

L 105 13 6 1 5%
 L 114 321 39 10 30%
 L 661 126 21 2 19%
 L 1199 180 33 5 25%
 L 1717 53 6 1 32%
 JC 26.....693 105 19 ... 23%

L 4 57 44 3 29%
 L 120 1790 1182 117 37%
 L 160 163 76 14 20%
 L 221 218 165 31 22%
 L 289 100 101 31 17%

L 320 395 1092 128 18%
 L 346 289 264 46 23%
 L 471 140 162 33 25%
 L 503 81 148 14 28%
 L 638 480 1107 82 35%
 L 792 148 227 20 21%
 L 970 367 150 35 16%
 L 974 304 172 37 26%
 L 1145 324 676 49 37%
 L 2000 300 3222 165 41%
 JC 32.....5156 ..8788 805 ... 29%

L 23 8 12 1 11%
 L 43 125 228 18 21%
 L 75 761 374 73 36%
 L 200 751 1473 100 32%
 L 344 421 1261 83 34%
 L 563 127 301 39 32%
 L 579 192 127 22 31%
 L 662 663 475 80 30%
 L 695 507 546 129 18%
 L 1081 94 41 13 29%
 JC 39.....3649 ..4838 558 ... 29%

L 40 136 121 21 31%
 L 52 332 44 7 33%
 L 92 679 340 42 34%
 L 113 23 19 5 26%
 L 244 101 23 2 16%
 L 348 399 205 17 38%
 L 400 158 35 12 23%
 L 407 367 1566 51 41%
 L 413 863 1001 81 44%
 L 416 91 30 10 10%
 L 422 35 11 1 10%
 L 497 51 32 5 13%
 L 571 62 56 4 24%
 L 637 91 139 12 24%
 L 654 267 55 11 47%
 L 957 593 859 53 33%
 L 964 191 151 10 47%
 L 1164 101 19 4 25%
 L 1224 69 87 30 27%
 JC 41.....4609 ..4793 378 ... 34%

L 7 222 220 15 13%
 L 51 236 76 9 30%
 L 124 111 22 1 26%
 L 164 303 161 16 28%
 L 214 972 346 99 17%
 L 243 267 895 41 30%
 L 247 928 222 32 25%
 L 283 437 141 18 25%
 L 299 1543 1012 65 39%
 L 328 222 152 19 20%
 L 332 435 195 34 24%
 L 337 1605 433 56 28%
 L 339 152 88 11 19%
 L 372 159 59 7 27%
 L 406 814 1045 82 27%
 L 486 555 191 33 35%
 L 580 151 262 39 21%
 L 614 700 111 24 29%
 L 1038 164 18 2 31%
 L 1620 14 4 0 18%
 L 2040 72 20 4 41%
 JC 43.....10062 ..5673 607 ... 26%

L 20 1717 669 79 32%
 L 365 45 12 5 23%
 L 908 244 176 24 24%
 L 1135 14 3 0 18%
 JC 44.....2020 860 108 ... 30%

L 90 114 240 18 25%
 L 147 597 213 46 30%
 L 238 605 338 65 25%
 L 358 33 23 4 29%
 L 387 191 8 3 43%
 L 421 199 162 23 28%
 L 650 159 121 20 31%
 L 828 36 103 15 26%
 JC 45.....1934 ..1208 194 ... 28%

L 41 1806 718 88 42%
 L 245 1299 179 51 42%
 L 460 128 22 4 32%

L 534 159 29 4 30%
 L 541 325 83 19 23%
 L 696 437 117 24 21%
 L 795 268 156 23 28%
 L 823 155 103 27 30%
 L 838 218 60 16 16%
 L 955 539 109 15 35%
 JC 56... 5334 ...1576271 ...33%

L 26 281 176 110 19%
 L 50 200 122 111 18%
 L 279 175 29 10 27%
 L 347 244 19 6 27%
 L 371 368 349 48 27%
 L 525 470 110 44 30%
 L 627 402 165 40 21%
 L 722 336 234 38 29%
 L 916 589 282 65 26%
 JC 65... 3065 ...1486472 ...24%

L 135 2300 1693 273 28%
 L 215 910 138 37 34%
 L 364 783 278 89 21%
 L 414 751 340 56 41%
 L 716 198 79 28 15%
 L 1070 24 9 2 20%
 L 2001 67 13 0 42%
 JC 69... 5033 ...2550485 ...28%

L 116 241 74 29 25%
 L 123 103 79 16 17%
 JC 82.....344 153 45 ... 21%
 L 89 1333 1573 207 21%
 L 236 46 42 8 14%
 L 651 226 571 34 28%
 L 783 419 170 38 16%
 L 2727 78 278 52 46%
 JC 94.....2102 ..2634 339 ... 22%

Canada

L 855 13 28 10 7%
 L 927 40 62 30 11%
 L 979 266 27 12 5%
 no JC 319 117 52 6%
 L 31 1153 428 132 23%
 L 155 71 103 6 35%
 L 213 929 425 109 29%
 L 464 271 75 24 22%
 JC 36.....2424 ..1031 271 ... 25%

L 91 92 111 60 10%
 L 141 73 73 31 12%
 L 230 186 106 37 17%
 L 419 177 157 49 14%
 L 647 264 85 45 12%
 L 847 130 37 6 8%

L 879 125 121 98 11%
 L 880 335 72 32 17%
 L 938 658 417 154 13%
 JC 52... 2040 ...1179512 ...13%

L 132 9 21 4 12%
 L 424 15 23 3 8%
 L 1003 1 3 1 6%
 L 1302 2 2 0 6%
 L 1552 8 5 1 23%
 L 1572 1 1 0 12%
 L 1655 1 7 6 17%
 L 1688 39 1 2 23%
 L 1880 9 5 4 12%
 L 1885 5 3 1 5%
 JC 79..... 90 71 22 ... 11%

L 362 604 128 85 19%
 L 395 77 22 16 13%
 L 834 4 3 1 7%
 L 987 217 77 45 10%
 JC 90..... 902 230 147 ... 15%

L 69 25 111 30 10%
 L 106 90 316 81 11%
 L 931 81 270 52 8%
 L 973 33 101 28 5%
 L 1999 182 775 244 8%
 JC 91..... 411 ...15734358%

Vote Totals for Officers

General President:

(H) Jim Hoffa 195,598 ... 54.52%
 (L) Tom Leedham 141,113 ... 39.33%
 (M) John Metz 22,037 6.14%

General Secretary-Treasurer:

(H) Tom Keegel 181,920 ... 52.06%
 (L) John McCormick 138,149 ... 39.53%
 (M) Tom Sever 25,833 7.39%
 (I) Kenneth Hollowell 3,540 1.01%

Vice President At Large (5 elected):

(H) Tom O'Donnell 188,234 ... 11.95%
 (H) Randy Cammack .. 184,421 ... 11.70%
 (H) Ralph Taurone 181,374 ... 11.51%
 (H) Chester Glanton ... 181,152 ... 11.50%
 (H) Fred Gegare 180,363 ... 11.45%
 (L) Diana Kilmury 139,644 8.86%
 (L) Willie Smith 134,458 8.53%
 (L) Doug Webber 134,362 8.53%
 (L) John Riojas 131,991 8.38%
 (M) Jack Cox 26,133 1.66%
 (M) Sergio Lopez 25,783 1.64%
 (M) John Green 25,271 1.60%
 (M) Bill Bounds 23,262 1.48%
 (I) Robert Spearman 12,030 0.76%
 (I) C. Sam Theodus 7,179 0.46%

Trustees (3 elected)

(H) Ron McClain 187,200 ... 20.51%
 (H) John Steger 184,073 ... 20.17%
 (H) Jose Cadiz 182,839 ... 20.04%
 (L) Kim Shanahan 141,248 ... 15.47%
 (L) Dave Eckstein 135,145 ... 14.81%
 (M) Maria Perez 31,188 3.42%
 (M) Lanita Miller 26,609 2.92%
 (M) Mel Kahele 24,241 2.66%

Southern Region Vice President

(2 elected):
 (H) Ken Wood 14,388 ... 25.97%
 (H) J.D. Potter 14,106 ... 25.46%
 (L) Mike McGowan 13,103 ... 23.65%
 (L) Doug Mims 12,970 ... 23.41%
 (I) Aaron Belk 838 1.51%

Eastern Region Vice President

(4 elected):
 (H) John Murphy 61,851 ... 15.40%
 (H) Jack Cirpiani 60,625 ... 15.17%
 (H) Richard Volpe 59,999 ... 15.01%
 (H) Dan DeSanti 59,941 ... 15.00%
 (L) Tom Gilmartin 40,923 ... 10.24%
 (L) Rick Dade 40,704 ... 10.19%
 (L) Eddie Kornegay 40,007 ... 10.01%
 (M) John Morris 11,810 2.96%
 (M) Joe Padellero 8,548 2.14%
 (M) Patrick DeFelice 7,721 1.92%
 (I) George W. Cashman 7,491 1.87%

Western Region Vice President

(3 elected):
 (H) Chuck Mack 34,557 ... 17.84%
 (H) Jim Santangelo 33,617 ... 17.35%
 (H) Jon Rabine 32,853 ... 16.96%
 (L) Maria Martinez 27,606 14.25%
 (L) Bob Hasegawa 26,132 13.49%
 (L) Ken Mee 25,642 13.24%
 (M) Raul Lopez 5,641 2.81%
 (M) Mark Shumar 5,102 2.63%
 (I) Ed J. Mireles 2,512 1.30%

Canadian Region Vice President

(2 elected):
 (TC) Larry McDonald 7,363 ... 26.10%
 (TC) Joe McLean 7,340 ... 26.02%
 (H) Garnet Zimmerman 5,568 19.74%
 (H) Tom Baldwin 5,501 19.50%
 (I) Robert Fletcher 1,231 4.36%
 (I) Wayne Maslen 1,206 4.28%

Key:

(H) = Hoffa Unity Slate member
 (L) = Tom Leedham Rank and File Power
 Slate member
 (I) = Independent candidate
 (TC) = Louis Lacroix Team Canada Slate
 member

Ballots cast: 399,390. Challenged: 26,306.
 Voided: 6,593. Total turnout was 28.3%.

Local 714: A Taste of What's to Come Under Hoffa?

Hogan Family Gutting Bylaws and Member Rights; Public Sector Members Bolting to Another Union

On Dec. 11, more than 2,700 members employed at the Cook County Correctional Facility voted to leave Teamsters Local 714 and join an independent union with no national structure, no benefit fund, and no track record of representation.

Another 1,600 members who work for the Cook County Court Services will vote soon on joining the independent union. If they do, Local 714 will have lost 40 percent of its membership and over a

million in annual dues income in the six months since the Hogan family regained control of the local in July.

Why Are So Many Members Leaving Local 714?

The local is one of the worst examples of how nepotism can hurt members' ability to win good contracts, fight for fairness on the job, and organize to increase their clout.

Hoffa's First Appointments Raise Concerns

Only a few of Hoffa's appointments have been announced, but his initial picks raise some troubling questions about who will run the union.

Union Will Be Run By Lawyer and Banker

With Hoffa as General President and his campaign manager, Tom Pazzi, his new chief of staff, the Teamsters Union will now be run by a lawyer and a banker.

Pazzi spent 12 years as an executive for Riggs and Comerica banks and has no labor experience.

Leebove Barred By Election Officer But Embraced By Hoffa

According to a Dec. 14 *Journal of Commerce* article, Richard Leebove will be Hoffa's Director of Communications. Leebove, a long-time follower of convicted felon Lyndon LaRouche, has a long history of dirty tricks in the Teamsters Union.

He was barred by the Election Officer from doing any work in the rerun election for illegally contributing \$167,767 to the Hoffa campaign. Hoffa was fined the amount of the contribution for accepting the services from Leebove, an employer.

Key Member of Transition Team Under Investigation by IRB

In a Dec. 7 news conference, Hoffa said his transition team would include Carlo Scalf, an administrator with Detroit Local 337 who is under investigation by the Independent Review Board (IRB).

Scalf was the bag man for at least \$28,000 in funds that appear to have been illegally diverted from Local 337's treasury into what the local's business agents

and officers testified was Larry Brennan's local union re-election campaign. They said they gave Scalf \$2,000 each in cash after receiving pay raises, Christmas bonuses, and lump sum checks in lieu of wage increases from Local 337.

The Election Officer found the circumstances surrounding the pay raise and mass conversion to Scalf disturbing and referred the matter to the IRB.

Teamster Legal Work May Be Steered to Lawyer for Roy Williams and Joe T.

Hoffa's General Counsel will be his main campaign attorney, Pat Szymanski.

Szymanski is law partner of Robert Baptiste, the former Teamsters General Counsel during the tenure of Roy Williams, who was convicted of racketeering and admitted being controlled by organized crime.

Baptiste prepared a motion, adopted by the old guard, to pay \$534,000 in Williams' legal bills with members' money, even though he was a racketeer controlled by the Mob.

Baptiste and his firm also were the attorneys for "Joe T." Trerotola, the head of the Eastern Conference of Teamsters who was removed for corruption.

New Director of Organizing Has No Experience

While Hoffa's pick for Director of Organizing, Local 122 Secretary-Treasurer John Murphy, has run contract campaigns, he has no organizing experience.

The membership in Murphy's small union has been steadily declining in recent years. The local has organized no new members, nor has it taken on any organizing campaigns.

The local was placed in temporary trusteeship for corruption and nepotism in 1996, but the Hogan family regained control in an election last summer. Billy Hogan Jr., who was a Hoffa running mate until he was removed from office under the trusteeship, is back on the union's payroll, along with several other family members.

Hogans Gutting Bylaws to Attack Members' Rights

Instead of battling the decertification drives, Local 714 Secretary-Treasurer Bobby Hogan has chosen to add fuel to the fire by rolling back reforms in local bylaws members passed during the trusteeship. They've proposed 40 pages of bylaw changes that include ...

- Eliminating members' right to elect stewards and abolishing the steward council.
- Eliminating financial controls and reporting requirements.
- Eliminating members' right to express views at union meetings.
- Replacing mail ballots with walk-in voting in local union elections.
- Eliminating language that holds officers accountable to the membership.
- Eliminating requirements that all members receive copies of the bylaws

and constitution.

- Eliminating salary caps for officers.
- Eliminating the right of chief stewards to refer members to jobs in the Movie and Trade Show industry and eliminate reporting requirements on those referrals.
- Restoring to the principal officer exclusive control over hiring, firing, and expenditures—functions that are now checked by the executive board and the membership.
- Giving the principal officer the right to authorize payment of any and all legal expenses incurred by Local 714 officers.

"The Hogans have no interest in members' rights," said Jerry DeFrancisco, a 26-year cook county employee and former Local 714 Public Sector Director. "They could care less about losing good Teamster members because to them, Local 714 is a money machine for their family."

A Taste of Leadership, Hoffa Style?

During his campaign, Junior Hoffa promised to protect members' rights and to run an union free of corruption. But this move to attack members' rights by the Hogan dictatorship in Local 714—some of Hoffa's closest allies—casts doubt on Hoffa's promises.

Thanks to Those Who Stood Up for Reform

As a long-time TDU member, I would like to thank all of those people who put their private lives on hold to serve the rank and file. My gratitude goes out to those candidates who, in the face of overwhelming odds, fought with a courageous and tenacious spirit—a spirit that has become synonymous with TDU. I would especially like to thank those officials who, over the past seven years, changed the history and the future of the IBT.

They fought to set up a democratic process that will serve the members well.

They stabilized a falling membership to the point that we have actually gained new members over the last few years.

They put *real* organizers in the field, not goons or thugs whose only purpose was to intimidate.

They held real educational programs, not wild, expensive parties at posh watering holes around the country.

And, these officials ran the most

crime-free and corruption-free administration in Teamster history.

There were those who claimed to be reformers and used TDU to gain political advantage. But they showed their true colors as soon as the Election Officer gave Hoffa a free pass. Only Diana Kilmury, Tom Leedham, Ken Mee, John Riojas, Ed Kornegay, Doug Mims, Tom Gilmartin and Jim Benson stuck to their principles and fought to keep the reform movement going.

Although they lost this election, they can hold their heads high for standing by workers in their struggles for justice. They have set a good example for future leaders. I am certain there are many others besides myself who extend our thanks, gratitude and admiration.

Bill Slater
Local 315, retired
Martinez, Calif.

Members Continue Reform in Local Union Elections

Members voted for reform slates in several local union elections, including Connecticut's largest local union. In Local 1150, 3,800-plus Sikorsky Aircraft workers elected the Reform Team in a hotly contested race with high voter turnout.

Local 1150 is a multi-state local that also covers Sikorsky Aircraft employees in Alabama and Florida.

For years, Local 1150's leadership kept the majority of members in the dark while they negotiated weak contracts behind closed doors. Fed up with inadequate pensions, a costly medical plan, and union leadership that discouraged member participation, members swept the entire Reform Team into office.

Local 1150's old guard leadership moved quickly to block the members' call for change. They refused to install the newly elected officers at the November monthly meeting, and voted to cancel the December membership meeting to further stall the passing of the torch.

The Reform Team reached out to the International, which intervened on the side of democracy. The International ordered the local to install the new officers. The installation took place on Nov. 30 at a special Executive Board Meeting.

While the old guard stalled, the Reform Team slate quickly sprung into action to prepare for a contract campaign. Nearly the

entire local is covered by a single contract which expires in February.

Even though their term does not officially begin until January, the reform leadership has already held two contract campaign workshops for the members, and launched a bargaining survey so that members are shaping the local's bargaining demands.

The survey is being conducted by a member-to-member action network. The action network is made up of rank and file volunteers who work in a variety of departments spread out through seven facilities in Connecticut and Florida. TDU organizers helped the Local 1150 leadership conduct the workshops that launched the action network.

"Local 1150 is going to be a new union with real member involvement, something that hasn't happened in the past," said Jeff Cederbaum, the newly elected principal officer. "With the help of the membership, we are going to lead this local into the 21st century."

New York Local 805

Local 805, a general local of 1,200 members in the New York City area, was the site of another reform victory. Gerry Whelan, grocery warehouse worker at White Rose, defeated the old guard incumbent by a 2 to 1 margin. Whelan also

campaigns for Tom Leedham, who carried Local 805.

TDU helped Whelan win the right to a mail ballot over the opposition of the incumbent. Whelan is making plans for educational workshops and programs to involve members.

Lancaster, Pa., Local 771

In Lancaster, Pa., Local 771, a 2,700-member freight and general local, a slate of reformers won the majority of executive board seats.

"We ran because we were sick and tired of the back room deals, side agreements, and concessionary contracts," said Howard Rhinier, who was elected as principal officer. "We intend to hit the ground running, focusing first on educating our members and providing stewards with better training."

Rockford, Ill., Local 325

In December members of Rockford Local 325, a freight and general local, elected Cliff Chentnik and a reform slate to head their local. The Chentnik Slate took five out of seven positions in a three-way race. Active Hoffa supporters came in a distant last. Chentnik is already taking steps to improve representation, expand membership rights, and build involvement in the local.

Las Vegas Local 631

Las Vegas Local 631, a general local of 6,000, swept a whole new slate in to office in December. President-elect Frank Christian, who has worked for reform for several years, reports that the margin was nearly two to one for all offices, including the principal office of secretary-treasurer, won by Tim Murphy.

Chicago Teamsters Shut Down Big Brown

UPS Teamsters in Chicago Local 705 staged a surprise strike on Dec. 9 at 1 a.m. Central Time that shut down operations in every building in the Chicago area.

The giant CACH hub that sorts volume from every corner of the country was out of commission for nearly eight hours, making the effects of the strike felt nationwide.

Members struck over UPS's consistent refusal to honor grievance settlements over supervisors working.

"We've filed hundreds of grievances and settled the cases, but before the ink is dry on our agreements, UPS is at it again," said Local 705 President John McCormick. "Members' rank and file power shut UPS down and showed the

company that Teamsters in Chicago are not going to let management violate our contract and ignore our grievance procedure."

Supervisors doing Teamster work steal jobs and overtime pay away from Teamsters. In the Chicago area alone, the amount of time supervisors spend working in violation of the contract in a single year is equivalent to 50 full-time jobs.

UPS Teamsters in Local 705 work under a contract that is similar to, but separate from, the national agreement. In 1993, members won provisions in both contracts that prohibit supervisors from performing bargaining unit work, and provide for members to be paid for the work they catch supervisors doing.

ANR Advance Teamsters Forced Out on Strike

Faced with the unilateral imposition of ANR Advance's final contract offer and a steady decline of working conditions, nearly 1,400 Teamster drivers and dock workers went on strike Dec. 8.

"The company imposed a grossly unfair contract on its employees that they knew we couldn't accept. They forced us out in a cynical attempt to close their doors as a unionized carrier and try to make the union look like the bad guys," said John Reed, an ANR driver from Local 26 in Danville, Ill.

ANR has been operating on an Article 6.2 deal that provided a 15 percent reduction in wages since 1988. Over the last two years alone ANR Teamsters have provided the company with over \$23 million in wage givebacks.

The company's "last, best and final" offer would require a five-year wage freeze supplemented by annual cash bonuses. It would also eliminate all negotiated work rules and allow the company to unilaterally impose new ones. It demands concessions in health and welfare coverage, eliminates overtime after eight hours, legitimizes widespread subcontracting and reduces vacation and sick days.

The union is in a difficult situation. It can't agree to these concessions without unraveling the entire National Master Freight Agreement. Why would any carrier sign on to the NMFA if they had the alternative to sit out the agreement and write their own concessionary deal later on?

Rank and file ANR Advance Teamsters face another difficult problem. The chances of winning an agreement to preserve their jobs seem increasingly slim. Around 23 percent of ANR Advance employees are of retirement age. In order to attain Class 18 pension benefits they would ordinarily have to work 10 days under a new signed agreement to qualify. When there is no signed agreement under Central States Pension Fund rules they would have to work 100 days for a signatory company to qualify for Class 18 benefits. Many ANR Advance Teamsters are at an age where they are unlikely to be hired by another union freight company even for casual work.

One thing the union can do is to demand that the Central States Pension Fund trustees grant these workers an exemption to their rules so that those able to retire can do so with dignity. They've earned it.

Hoffa Without Plan on UPS

Silent on Full-Time Jobs

During his campaign, Junior Hoffa said he will unite the union to restore Teamster power. After he was elected, he told the news media that he would take a militant approach to employers and organize nonunion competition.

But so far, Hoffa hasn't said a word about how he plans to make UPS deliver the 10,000 new full-time jobs the company agreed to create by combining existing part-time positions.

Will he unite members and involve them in a campaign to reach out to the community and put pressure on management to make good on the agreement members' won after last year's strike? Or will he make a backroom deal that will let UPS off the hook?

Plans to Shift Resources Away from Organizing Campaigns Like FedEx

Hoffa's statements at a press conference on Dec. 7 indicate that he will shift Teamster organizing resources away from ongoing campaigns to organize nonunion workers in Teamster members' key industries to campaigns for workers in health care and the public sector.

Hoffa has made no mention of whether he'll continue to organize workers at FedEx, UPS's nonunion competitor.

He has also failed to talk about how he'll help workers at Overnite who have chosen Teamster representation win a first contract or what his plan is to organize more nonunion freight workers into the Teamsters Union to increase our clout in the industry.

12 Key Ways To Measure Hoffa's Performance In Office

TDU is committed to measuring Junior Hoffa's performance in office against his own lofty promises made during the campaign.

The following list is drawn from Hoffa's statements in the press, at the 1996 Convention (action plan on his web site), and in his platform that was published on page 31 of the October/November 1998 campaign section of the *Teamster* magazine.

Full-Time Jobs at UPS. Hoffa has said he will unite the union to restore Teamster power. Will he unite members in a campaign to reach out to the community and put pressure on UPS to make them deliver the 10,000 full-time jobs it agreed to create by combining existing part-time positions? Or will Hoffa make a backroom deal that will let UPS off the hook?

Organizing at Overnite Transportation. After more than 40 years in which old guard officials, including Hoffa Sr., failed to organize Overnite Transportation, the largest nonunion trucking company, 3,650 Overnite workers have voted since 1995 to join the Teamsters or work at terminals where the NLRB is seeking an order to force the company to bargain with the union. Hoffa promised he would "organize nonunion competition." Will he now build on the achievements of the past three years by organizing the remaining terminals and mounting an effective campaign to bring those workers under the national freight contract? Will he build on the Overnite workers' momentum to organize other major nonunion trucking companies?

A Good Contract in the Carhailing Industry. Carhaul members conducted a successful three-week strike in 1995 to win job security, wage improvements, and record increases in pension contributions. Will Hoffa organize a UPS-style campaign before the current agreement expires on May 31, 1999 or will he go back to the old "go along, get along" approach to employers?

A Good Contract at Anheuser-Busch. After AB Teamsters got involved in a fight for a good contract and reached out to the community for support, the International Union and the union negotiating committee, controlled by Hoffa supporters, pulled the plug on the campaign. The company

has imposed their "final offer" on workers. Will Hoffa accept the concessionary deal or will he gear up the kind of contract campaign it will take to win a fair contract for AB Teamsters?

Stopping the Trucking Part of NAFTA. Strong grassroots political action by Teamsters and community allies have stopped implementation of the trucking part of the NAFTA trade deal, which was supposed to go into effect in December, 1995. That part of NAFTA would let corporations exploit \$7-a-day Mexican truck drivers to haul freight on all U.S. highways. The Clinton-Gore administration is under heavy pressure from the American Trucking Association to implement NAFTA trucking now that the congressional elections are over. Will Hoffa mount a rank-and-file and community campaign to fight back?

Payoffs to Anti-Labor Republicans. Republicans who have long carried water for anti-labor corporations worked hand-in-glove with the Hoffa campaign. In fact, testimony before a subcommittee headed by Rep. Peter Hoekstra (R-MI) confirmed that Hoekstra's staff told a witness he should get Hoffa's lawyer and strategist, George Geller, to draft testimony for him. Will Hoffa now use members' money to pay off Republicans for their campaign assistance? Hoffa promised members "political action that delivers instead of blindly passing out DRIVE money to politicians who do nothing for Teamsters." Did he mean it?

"Right to a Balanced Budget With NO Dues Increase." At the 1996 Convention, Hoffa promised Teamster members \$100-\$250 per week strike benefits with no dues increase. Will he make the cuts in officials' salaries and perks that it will take to make good on all these promises? Will he *publish* a balanced budget, as well as quarterly reports of all income and expenditures, as he promised?

"Cut and Cap" International Union Salaries. At the 1996 Convention, Hoffa promised to cut the salaries of the General President and General Secretary Treasurer to \$150,000, cut International Vice

President's salaries to \$50,000, and institute a \$150,000 cap on total aggregate salaries of all International Union officers and staff. Hoffa Slate Central Region VPs, elected in 1996, have refused so far to cut their salaries. Will Hoffa, Keegel, and the VPs elected on their slate — who now make as much as \$225,000 — cut and cap their own salaries?

Eliminate International Union Perks. Will Hoffa eliminate perks for International Union officers and staff, such as the payment of FICA taxes, housing expenses, personal income taxes, and unnecessary car allowances, as he proposed at the 1996 Convention? Will he require an accurate accounting of all International Union officers' and employees' travel, lodging, and other payments?

The Right to Dissent and Open Debate. Will Hoffa maintain a union "free of political terror" with the "right to due process," as he has promised or will the old guard begin to attack political opponents with phony charges, crooked elections, violence, and other devices? Will the *Teamster* magazine continue to publish criticism of top officials and fo-

cus on members who are fighting for a better future, or will it return to the fawning praise of top officers that was its staple before 1992? Will the minutes of all GEB meetings — including a record of all action and votes — be sent to all affiliates and available to members?

Right to Vote. Will Hoffa preserve members' right to vote for delegates to the IBT Convention and to directly elect all International Officers, as he proposed at the 1996 Convention? Will appointed delegates to the IBT Convention or any Special Convention be prohibited, as he proposed at the 1996 convention? Will Hoffa guarantee members or delegates of all local unions or other affiliates the right to vote on all mergers, charter revocations, or reorganizations?

Right to be Free of Corruption. Will Hoffa establish a truly independent and effective Ethical Practices Committee, as he has promised, that has rank-and-file involvement and that is "composed of individuals free from political control by any administration"? Or will he set up one that is stacked with individuals he knows are not committed to fighting corruption?

Hoffa Scorebox

Once In Office, Will Junior Hoffa ...

- ☐ Make UPS deliver the 10,000 new full time jobs won in last year's strike?
- ☐ Organize Overnite Transportation?
- ☐ Negotiate a good contract for Teamster Carhailers?
- ☐ Take on Anheuser Busch to win job security provisions members deserve?
- ☐ Stop the trucking part of the NAFTA trade deal?
- ☐ Refuse to give money to anti-union politicians?
- ☐ Balance the union's budget with no dues increase?
- ☐ Cut and cap International Union officer and employee salaries?
- ☐ Eliminate International Union perks?
- ☐ Allow Teamsters the right to open debate and dissent?
- ☐ Protect members' democratic rights within the union?
- ☐ Continue the fight against union corruption?